



STATEMENT ON DIVERSITY AND EQUAL EMPLOYMENT OPPORTUNITY

Diversity is one of America's greatest strengths. In representing the United States to the world we need a workforce that reflects and respects the rich composition of our nation. The knowledge, perspectives, ideas, and experiences of all Department of State employees are vital to the success of our global mission. Diversity brings innovation and creativity to the workplace and demonstrates our commitment to inclusion and respect for all people. Ensuring the diversity of the Department is a moral and diplomatic imperative, and it requires every employee's adherence to equal employment opportunity policies and objectives. To that end, I pledge that at the Department of State we will:

- Encourage equity, fairness, and inclusion in our work environments at home and abroad.
- Not allow harassment, intolerance, or discrimination.
- Ensure that the Department does not unlawfully discriminate in any phase of employment, including recruitment, hiring, evaluation, promotion, and training.
- Ensure that the Department does not retaliate against employees for participation in the EEO process.
- Provide reasonable accommodations for qualified employees and applicants with disabilities.
- Seek to resolve workplace conflicts, confrontations, and complaints in a prompt, impartial, and constructive manner without reprisal.
- Employ a workforce that reflects the great diversity of the United States.

The key to promoting diversity at the Department is leadership. Every senior officer, manager, and supervisor should ensure that the workplace for which they are responsible runs on the principles of equity, fairness, and inclusion. Leaders should also require adherence to these principles by their subordinates.

This is a critical moment in our nation's history. With your support, we will work together to advance our mission of global diplomacy and ensure that the diversity of the country we serve is displayed proudly in the work of our Department.

Hillary Rodham Clinton